

## How do you Increase your pay or your worth?

### 1. Increase your knowledge

Proverbs 1:5 A wise *man* will hear, and will increase learning; and a man of understanding shall attain unto wise counsels: Pro 10:14 Wise *men* lay up knowledge: but the mouth of the foolish *is* near destruction. Proverbs 15:14 The heart of him that hath understanding seeketh knowledge: but the mouth of fools feedeth on foolishness. Proverbs 18:15 The heart of the prudent getteth knowledge; and the ear of the wise seeketh knowledge.

- a) Increase doesn't come by prayer. Prayer is like water; it is not seed. Water on the ground without seed will not cause it to bring forth.
- b) If you know the value you bring to the table, do not allow to get a pay increase, or raise based on **compassion, sex, skin color, or cost of living raise**.
- c) Let it be because you add value, you are rare, unique or have some outstanding gifting, skill, or something. These kinds of pay increases are usually very small, and almost insignificant.
  - i) Significant pay increases come from adding value.
  - ii) Cheating does not bring increase but rather decrease.
- d) Books
  - i) Education such as internet, school, college, University.
- e) Invest in your gift.
  - i) Don't be left behind.
  - ii) Certifications—Stay up to date and fresh: Continue to increase.

- Computer Certification
- Accounting certification
- Nursing certification

## 2. Problem solving

1 Samuel 17:8-11 And he stood and cried unto the armies of Israel, and said unto them, Why are ye come out to set your battle in array? am not I a Philistine, and ye servants to Saul? choose you a man for you, and let him come down to me. 9 If he be able to fight with me, and to kill me, then will we be your servants: but if I prevail against him, and kill him, then shall ye be our servants, and serve us. 10 And the Philistine said, I defy the armies of Israel this day; give me a man, that we may fight together. 11 When Saul and all Israel heard those words of the Philistine, they were dismayed, and greatly afraid.

26 And David spake to the men that stood by him, saying, What shall be done to the man that killeth this Philistine, and taketh away the reproach from Israel? for who is this uncircumcised Philistine, that he should defy the armies of the living God?

David solved a problem, and he was hired and promoted. **He killed Goliath.**

- a) You are hired for the problems you solve, and you are let go or fired for the ones you create or fail to solve.
- b) The more problem solver you become, the more you earn, and your value and worth increases.

## 3. Increase and learn new skills.

- a) Believers need to stop being lazy and having excuses. Do not use grace as an excuse to be average and lazy (1 Corinthians 15:10).
  - i) You need skills—good execution or the ability to do something well.
- b) **Computers** are not going away. Learn them and catch up!
- c) **English** is not going away. Learn it Even if you have never been to school, you can learn it. It is just a language as any other.
  - i) A language can open a door for you. A lack of could cause language barrier and hinder your progress.

## 4. Expand your scope of knowledge and understanding of things.

- a) Increase your understanding (Proverbs 4:5,7)

- i) **Knowledge** is not the same as understanding or wisdom. Knowledge is information and facts.
  - ii) **Understanding** is the ability to use the knowledge and information and connect the dots. The ability to interpret data, facts, and the information before you.
  - iii) **Wisdom** is not found in books. It is usually caught than taught. Associations, experiences of both others and ourselves. It is simply the application of the understanding that has been gained from the knowledge (facts, data, and information).
- b) When you have a larger scope of understanding, it will position you to lead better, make better decisions, but also give better directions. Knowing enough will allow you to be able to see more and through what some people might be bringing to your table.
  - c) You are well positioned to ask the right questions that would lead to better results and answers.

For instance:

I have some understanding of the following although I do not claim to be deep. I have enough to give direction and lead, not to become a pro!

- o Music—I can tell bad chords.
- o Sound—I can tell when we have bad sound.
- o Accounting—I can read a P&L and or give and asking serious accounting questions.
- o Computer skills—I have qualification in this field. I know enough to lead and ask the right questions.
- o Business management
- o Website designing. I have designed many websites.
- o Basic HTML, DevOps. This I do as needed. I need to freshen up for sure, but I know little enough which is what I need.

## 5. Relationships/Friends

- a) Relationships are more of a wealth than money. You know someone that knows someone almost everywhere and will make a phone call and help you in a think or two. Technical know-who is a reality of life. People don't hire strangers. It is risky. Think about it. Would you rather someone you know you can find or a real stranger?
- b) In the private sector, it is about relationships, but in the government jobs, it should be technical-know-how.

- c) Don't be surprised by this.
  - d) Be intentional in building relationships. Your open door is not a door. It is a person or a relationship.
  - e) Make friends who are in the direction you are going. If you are going North like North ministries, then make friends headed North.
  - i) Proverbs 14:20 The poor is hated even of his own neighbour: **but the rich hath many friends.**
  - ii) Proverbs 19:4 **Wealth maketh many friends;** but the poor is separated from his neighbour.
  - iii) Proverbs 19:7 All the brethren of the poor do hate him: how much more do his friends go far from him? he pursueth *them with words, yet they are* wanting to him.
    - o Relationships are crucial in work and increasing what you make.
6. Increase your value by becoming Unique and rare and/or significant

How unique are you?

How rare are you?

How important and valuable are you to your organization, business, or company?

- a) If you are selling clothes, what's unique about your clothes? You don't make money just because you started a business.
- b) If you are a landlord, how do you make money? How do you make people not want to leave?
- c) What is unique about you that you think you can do, but others can't easily do?
- d) Find your rareness or uniqueness.
  - i) When you are rare, they will come find you. They will come looking for you. They will dig for you as they dig for Gold. They will come to find you and place a great value on you.
    - o I heard a story about a man who was one of the best if not the best public speaker on leadership. He got contacted by an organization to speak on leadership.

- o He was given **3 first class tickets** and he was asked to name his price. When he did, what he named was tripled. Could you imagine that?
  - o Have you ever been asked to name your pay or price, let alone for them to double, or triple it?
    - If people can find someone like you, they won't come find you.
    - For people to come find you, they have to fail to find someone like you.
    - If there are many options like you, they won't come find you.
  - o Find your gifting—You become rare by refining your gift. Keep working, working it and become an expert at it.
- e) You become rare when you **specialize**.
- i) Do something unique otherwise you will not be unique and rare.
  - ii) If you are not rare, you will be paid cheap!
  - iii) **Jack of all trades but a master of none**. Become a master at something.
- f) Would you be begged to stay if you want to **resign**?
- i) Will they double your pay!
  - ii) Try to resign on Monday and see how rare you are, if they do not beg you to stay, it means you are not valuable.
  - iii) Have you ever been given an offer before you applied? Have you been approached to apply for a role only based on value and skill, not relationship? Then you know how rare you are.
  - iv) Have you turned down an offer before that was not up to speed of who you are?
- g) Being spiritual alone will not help you keep a job. You must be competent.

**Are you indispensable? If people were being let go, would it be you? Would you have survived the Corona Virus (Covid) Restructures?**

Miscellaneous notes

- 1) Success is doing what failures won't or have failed to do.
- 2) Watching TV is causing you to lose value for many hours. Watch TV for a max of 1 hour a day.
- 3) If you are very valuable to this ministry, I will have special and unique **exceptions** for you.
- 4) You **gift** is key to your influence. Your gift will take you where your education can't.
- 5) We are thinking so much about the good old days, and we forget to create new ones.
- 6) You need to see further than you can look with your physical eyes. Vision is the capacity to see further than your eyes can look.

#### **For Free or for a fee. Free of Charge or for a charge**

- 1) **If you are valuable, if you know your value, do not do things for free.**
- 2) If you are unique and rare, if you have something special such as a skill and gifting, you should not do things for free. You must sell it and get paid for it. Earn a living from it. This is not to say you should not volunteer and help churches and ministries for free, you should. That is part of your giving. You just need to strike a good balance between the two.
- 3) You **MUST** charge for your value, gifting, and skill. You are broke because you are doing things for free. If you know the value you bring, **CHARGE!**

#### **King Solomon's business prowess**

- 1) Wisdom is a commodity! This is how Solomon made money and became wealthy. It did not just drop in his lap.
- 2) Contrary to what many might believe, Solomon's riches did not come by prayer. They believe Solomon received riches as soon as he prayed. Wrong!
- 3) God gave Solomon a gifting that was later translated into money and wealth eventually. It was the wisdom. Solomon's wisdom is what practically brought him wealth.
- 4) God blesses the work of our hands, not the prayers we pray, not the chilling of our butt! **WORK!**  
Ministry is spelled = **WORK**

1 Kings 5:6-11 6 Now therefore, command that they cut down cedars for me from Lebanon; and my servants will be with your servants, and I will pay you wages for your servants according to whatever you say. For you know there is none among us who has skill to cut timber like the Sidonians. 7 So it was, when Hiram heard the words of Solomon, that he rejoiced greatly and said, Blessed be the LORD this day, for He has given David a wise son over this great people! 8 Then Hiram sent to Solomon, saying: I have considered the message which you sent me, and I will do all you desire concerning the cedar and cypress logs. 9 My servants shall bring them down from Lebanon to the sea; I will float them in rafts by sea to the place you indicate to me, and will have them broken apart there; then you can take them away. And you shall fulfill my desire by giving food for my household. 10 Then Hiram gave Solomon cedar and cypress logs according to all his desire. 11 And Solomon gave Hiram twenty thousand kors of wheat as food for his household, and twenty kors of pressed oil. Thus Solomon gave to Hiram year by year.

- i) Solomon asked King Hiram to supply cedars from Lebanon and was going to pay wages his servants for their labor. He understood business.
- ii) The wages Solomon was to pay King Hiram was giving food to his household which Solomon gave. It was 20,000 measures of wheat and 20 measures of pressed oil year by year.

1 Kings 7:13 Now King Solomon sent and brought Hiram from Tyre. 14 He was the son of a widow from the tribe of Naphtali, and his father was a man of Tyre, a bronze worker; he was filled with wisdom and understanding and skill in working with all kinds of bronze work. So he came to King Solomon and did all his work.

- i) Hired very skilled men to help do the work.

1 Kings 9:26 King Solomon also built a fleet of ships at Ezion Geber, which is near Elath on the shore of the Red Sea, in the land of Edom. 27 Then Hiram sent his servants with the fleet, seamen who knew the sea, to work with the servants of Solomon. 28 And they went to Ophir, and acquired four hundred and twenty talents of gold from there, and brought it to King Solomon.

- i) Built a fleet (navy) of ships on the shore of the Red Sea.
- ii) Business partnerships with King Hiram
- iii) Acquired gold—420 talents of gold from Ophir and brought it to King Solomon.

1 Kings 10:14-15 The weight of gold that came to Solomon yearly was six hundred and sixty-six talents of gold, besides that from the traveling merchants, from the income of traders, from all the kings of Arabia, and from the governors of the country. 22 For the king had merchant ships at sea with the fleet of Hiram. Once every three years the merchant ships came bringing gold, silver, ivory, apes, and monkeys. 23 So King Solomon surpassed all the kings of the earth in riches and wisdom.

- i) Merchant or trading ships at sea with the fleet of Hiram

- ii) Once every year the merchant ships brought gold, silver, ivory, apes and monkeys
- iii) For the reason for trading and doing business, "So King Solomon surpassed all the kings of the earth in riches and wisdom."

1 Kings 10:25 Each man brought his present: articles of silver and gold, garments, armor, spices, horses, and mules, at a set rate year by year.

- i) One of the ways among others that Solomon gained wealth was through his wisdom. People and kings paid him serious "consultation fees." Wisdom can be a commodity (item or product). It was for king Solomon.

1 Kings 10:28-29 Also Solomon had horses imported from Egypt and Keveh; the king's merchants bought them in Keveh at the current price. 29 Now a chariot that was imported from Egypt cost six hundred shekels of silver, and a horse one hundred and fifty; and thus, through their agents, they exported them to all the kings of the Hittites and the kings of Syria.

- i) Importing horses. He was in an importing business.
  - o Bought them at the current price (NKJV). Current price at the given time reflects the current value.
  - o Cost of importing a chariot was 600 shekels of silver; one horse cost 150 shekels of silver. Note that King Solomon knew his cost.
- ii) After importing, he worked through agents that helped in exporting the horses and chariots to all other kings. He was a supplier of chariots and horses. He made money and profits.
- iii) Notice that he imported from Egypt and exported (selling) to all other kings of the Hittites and Kings of Syria.

1 Kings 10:1-29 And when the queen of Sheba heard of the fame of Solomon concerning the name of the LORD, she came to prove him with hard questions. 2 And she came to Jerusalem with a very great train, with camels that bare spices, and very much gold, and precious stones: and when she was come to Solomon, she communed with him of all that was in her heart. 3 And Solomon told her all her questions: there was not anything hid from the king, which he told her not. 4 And when the queen of Sheba had seen all Solomon's wisdom, and the house that he had built, 5 And the meat of his table, and the sitting of his servants, and the attendance of his ministers, and their apparel, and his cupbearers, and his ascent by which he went up unto the house of the LORD; there was no more spirit in her. 6 And she said to the king, It was a true report that I heard in mine own land of thy acts and of thy wisdom. 7 Howbeit I believed not the words, until I came, and mine eyes had seen it: and, behold, the half was not told me: thy wisdom and prosperity exceedeth the fame which I heard. 8 Happy are thy men, happy are these thy servants, which stand continually before thee, and that hear thy wisdom. 9 Blessed be the LORD thy God, which delighted in thee, to set thee on the throne of Israel: because the LORD loved Israel for ever, therefore made he thee king, to do judgment and justice. 10 And she gave the king an hundred and twenty talents of gold, and of spices very great store, and precious stones: there



came no more such abundance of spices as these which the queen of Sheba gave to king Solomon. 11 And the navy also of Hiram, that brought gold from Ophir, brought in from Ophir great plenty of almug trees, and precious stones. 12 And the king made of the almug trees pillars for the house of the LORD, and for the king's house, harps also and psalteries for singers: there came no such almug trees, nor were seen unto this day. 13 And king Solomon gave unto the queen of Sheba all her desire, whatsoever she asked, beside that which Solomon gave her of his royal bounty. So she turned and went to her own country, she and her servants. 14 Now the weight of gold that came to Solomon in one year was six hundred threescore and six talents of gold, 15 Beside that he had of the merchantmen, and of the traffick of the spice merchants, and of all the kings of Arabia, and of the governors of the country. 16 And king Solomon made two hundred targets of beaten gold: six hundred shekels of gold went to one target. 17 And he made three hundred shields of beaten gold; three pound of gold went to one shield: and the king put them in the house of the forest of Lebanon. 18 Moreover the king made a great throne of ivory, and overlaid it with the best gold. 19 The throne had six steps, and the top of the throne was round behind: and there were stays on either side on the place of the seat, and two lions stood beside the stays. 20 And twelve lions stood there on the one side and on the other upon the six steps: there was not the like made in any kingdom. 21 And all king Solomon's drinking vessels were of gold, and all the vessels of the house of the forest of Lebanon were of pure gold; none were of silver: it was nothing accounted of in the days of Solomon. 22 For the king had at sea a navy of Tharshish with the navy of Hiram: once in three years came the navy of Tharshish, bringing gold, and silver, ivory, and apes, and peacocks. 23 So king Solomon exceeded all the kings of the earth for riches and for wisdom. 24 And all the earth sought to Solomon, to hear his wisdom, which God had put in his heart. 25 And they brought every man his present, vessels of silver, and vessels of gold, and garments, and armour, and spices, horses, and mules, a rate year by year. 26 And Solomon gathered together chariots and horsemen: and he had a thousand and four hundred chariots, and twelve thousand horsemen, whom he bestowed in the cities for chariots, and with the king at Jerusalem. 27 And the king made silver to be in Jerusalem as stones, and cedars made he to be as the sycomore trees that are in the vale, for abundance. 28 And Solomon had horses brought out of Egypt, and linen yarn: the king's merchants received the linen yarn at a price. 29 And a chariot came up and went out of Egypt for six hundred shekels of silver, and an horse for an hundred and fifty: and so for all the kings of the Hittites, and for the kings of Syria, did they bring them out by their means.

**If you want to be successful: Here are a few things to consider:**

1. Think big, not small. If you are going to think, then think big.
2. Fail big.
3. Take chances.
4. Take risks. Life is risky—everything is risky. Marriage, business, having children, flying, driving, etc.
5. Do what you are passionate about.
6. Find ways to add value to other people.
7. Go an extra mile in work.
8. Work hard and smart.
9. Success is not sold in a supermarket.

- a) When you get before great people, talk less, ask questions?
- b) The greatest enemy of your future success is keeping your eyes on your past achievements.
- c) The world is so average you just need a little bit more and you are a genius.
- d) Success is measured by whether you have accomplished your purpose or not. It is not measured by the things you have or the money in the bank.
- e) Key to success is becoming more valuable than others.

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